

12 May 1954

MEMORANDUM FOR: Colonel White

The agenda for this week's Career Service Board includes the following items:

1. Final approval by the Board of the paper on "Career Development of Junior Personnel". This paper includes a proposed Agency Notice which gives announcement that the rotation program is established, and sets forth procedures for nominating and selecting the people who will actually be rotated. The new paper which is attached for this week's meeting eliminates provisions which would set up quotas of junior personnel to be nominated for rotation by each Agency component. In lieu of this, the device of letting Agency personnel apply on their own, and providing that such applications must be channeled to the AD/P for consideration, is counted upon as a means for insuring general participation by all components. The new paper has also clipped out expressions which gave the rotation program the appearance of being restricted to, and of fostering the formation of, a tight corps of specially selected, elite young officers. The new paper, I think, is slanted at presenting the rotation process as something which individual office boards should use in those cases where it appears reasonable to believe that it will actually help the individuals selected to render better work for the Agency. This de-emphasis of rotation as a "prize thru competition" in favor of a concept that rotation should be a normal career development device where deemed appropriate in individual cases represents an excellent change, and I recommend your approval of the new paper.
2. Final approval of the paper considered last week which sets up the CIA Career Service. The paper attached this week contains certain revisions, the principal ones being:
  - a. Revision of the definition of the Career Service (para. 2 of the proposed Regulation, and the "Application for Membership" form), to eliminate the term "enduring obligation", and to substitute "Agency" for the "Intelligence service of the U. S. Government".
  - b. Elimination from provisions concerning composition of examining panels, the prohibition against an examiner sitting on a panel which considers an employee from the same component as that to which the examiner is assigned, (para. 4.b. (2)).

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The new personnel evaluation form which goes with this proposed Regulation was not ready for distribution with the agenda. It is planned to hand it out at the Board meeting.

3. Apparently, it is planned to submit additional recommendations for approval to use career development slots, since the agenda includes a report on the current status of the use of career development slots. This report shows that 29 of the 40 available positions are now in use.



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